



**DEFENSE LOGISTICS AGENCY
HEADQUARTERS
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IN REPLY
REFER TO DO

OCT 17 2001

MEMORANDUM FOR ALL DEFENSE LOGISTICS AGENCY (DLA) EMPLOYEES

SUBJECT: Policy Statement – Equal Employment Opportunity

Equal employment opportunity (EEO) is the law of our country and gives us strength as a Nation. I fully support our EEO program and expect that everyone at DLA will contribute to its success. Each of us has the responsibility to maintain a work environment that is free of discrimination and that enables us to achieve our highest potential. This will keep DLA an employer of choice and enable us to support the warfighter effectively.

As Director of DLA, I want to lead a team of committed professionals who are trained and ready for their duties. This means that all supervisors and managers must ensure that our employees get and maintain skills to accomplish our mission. We must counsel and mentor all of our employees to enable them to develop themselves fully. We should also recognize our employees' accomplishments through awards, details, and opportunities for advancement. Every personnel action should be based upon merit and without bias or prejudice.

Our recruitment and selection processes must be fair even as we strive to develop our workforce to reflect our Nation's diversity. We will encourage and support consideration for selection of those individuals with disabilities whose qualifications meet our mission needs, and we will expand our recruitment sources, as appropriate, to ensure we have the highest quality of candidates available.

My vision for DLA includes workplaces of opportunity for success in which mutual respect is basic and appreciation for our diverse backgrounds and cultures abounds. Together we can realize equality of opportunity for us all.

KEITH W. LIPPERT
Vice Admiral, SC, USN
Director

